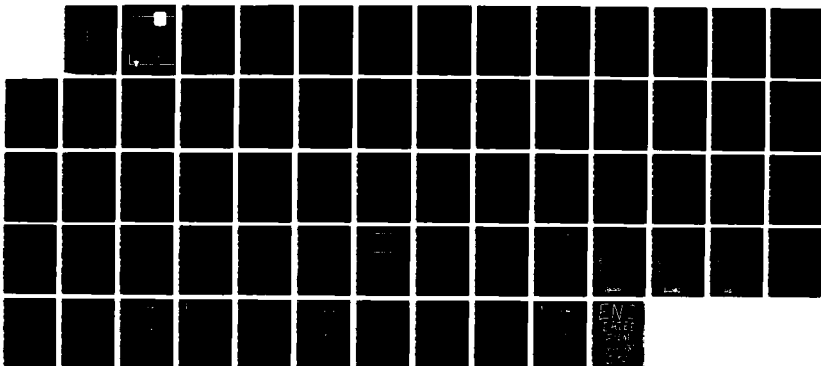


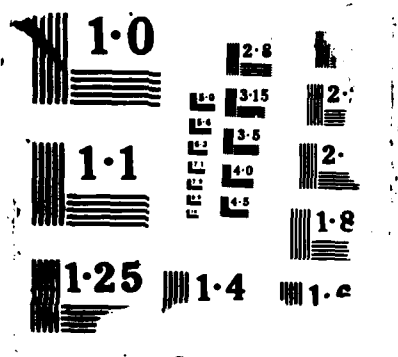
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THE ARMY OF THE 1990'S WOMEN'S LEADERSHIP ROLE

BY

LIEUTENANT COLONEL LINDA L. NORMAN

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THE ARMY OF THE 1990'S WOMEN'S LEADERSHIP ROLE

An Individual Study Project

by

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U.S. Army War College
Carlisle Barracks, Pennsylvania 17013
27 April 1988

ABSTRACT

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Given the challenge of the shortfall in the male recruiting base for the 1990's, will women be able to fill the critical requirements. In examining the leadership role of women in the Army, I will address the historic footpath and progress of women in uniform and explore the significant turning points. Additionally, I will support the case of success for women in an expanding role in the military. With this I will take a look at recent legislation that is pointing the direction for further expansion as more jobs become available. And none of this would be complete without a stab at the old favorite...women in combat. Between history and today, I will try to prove that women's role is significant and will be even more so as we turn into the critical years ahead.

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INTRODUCTION

The room snapped into discussion, the volume increased, the word's degenerated to the four-letter variety, and I became the enemy. It is 1977, my officer advanced course, we are all fellow captains sharing the same branch. The scene is a raging classroom debate. These are my friends, we run together, study together, meet and greet at the snackbar together, but today we have transformed into a 'Jeckle and Hyde' when the subject became...women in combat. Words became molten and tempers flared. It was obvious that my male counterparts felt there was no place for a woman on the battlefield, at least the loudest ones in the group felt that way. This subject has always elicited emotional dynamite, but somehow coming from close friends, it was harder to take. When the dust settled, there were no clear winners, and the arguments were lost in an emotional barrage. The bell had saved the day and we all headed for the parking lot...friends again. But the subject, what a conversation-stopper.

I am still here and so is the issue as we confront the challenge of the 1990's and women's leadership role in the Army. Given that we will face a male shortfall in the recruiting base for the next decade, the question becomes who or how will we fill the critical

requirements of an all volunteer force. Will women have a viable role in the responsibilities of protecting and defending this nation?

To all of you role players, I recognize that you are faced with some tough decisions ahead. Somewhere in this process you may question the value of your participation and weigh staying in or getting out. It is my purpose to argue the merits of staying in this race, accepting the challenge with your career commitment. For some this may not be an easy choice, but at least let me beg a few minutes and add to the decision process with some discussion. Like all good thought provoking discussions we will need a frame of reference, so let me begin with a historic perspective. In this window, I will isolate those events that became the turning points for women to expand their roles and influence in the military. I will follow on with some statistical relevance, especially as it pertains to your future in the 1990's. Then we will dust off that famous old issue, the combat exclusionary policy and look at some new legislation and the implications of a reduced recruiting base in the immediate future. After you have digested the main course, review the bibliography and go on your own guided tour. And if you ever have the chance and want some fun exploring, visit the Women's Army Corps Museum at Fort McClellan, Alabama; there the history is a living one with pages yet to be charted.

CHAPTER I: HISTORIC PERSPECTIVE

Nations throughout history have involved their women in battle. That is right down to 'hand to hand' and firing the cannon. Granted the Molly Pitcher's of the past centuries have not been splashed across the paintings and literature, but nonetheless, few in number, they were there when they were needed most. Perhaps one of the most famous illustrations of women in combat were the regiments of King Gezo of Dahomey, West Africa, in the early 19th Century. The King seized upon the idea of forming all-female units when he observed his male warriors becoming lazy and the village women doing all the work. "The women soldiers were accorded positions of respect and often the power of life and death over both male and female warriors....They were a formidable force".¹

Amazons developed a highly successful system of infiltration tactics. Nimble surrounding a village at night, they would attack at dawn and over-run it, enslaving the inhabitants.² At its zenith the Corps numbered 10,000 women.³ The kingdom fell to the French Army in the 1890's. The Amazon Corps made a strong and capable force during the first part of the campaign. Their psychological impact on the French soldiers was significant and they almost destroyed the column during the early engagements.⁴

There is an impressive list of queens and other high ranking

women who played a decisive role in the field of military affairs. Among some of the most famous is Cleopatra of Egypt, Isabella of Spain, Elizabeth of England, Catherine the Great of Russia, Maria Theresa of Austria, Henrietta of Bourbon, who led her troops in the storming of the Bastille, and Queen Zingha of Angola, who conducted warfare with neighboring tribes and the Portuguese during the 17th century.⁵ In our own country, Cherokee women exercised a decisive voice in the war council plans of the tribe. If they disagreed with council's decrees, they withheld the food and clothing from the warriors. Nancy Ward attained a position on this war council by her bravery in battle in the 18th century.⁶

There are three main themes that thread themselves through the history of women in combat pre-1939 era: first, "when permitted to participate in combat, women performed well, and, in some cases, outshone the men. What they lacked in physical strength, they usually made up in determination."⁷ Second, when the need was there, women could and did use weapons against and enemy. And third, they in fact took charge of military operations and executed them with high precision.⁸

World War II is replete with examples of women fighting side by side with their male counterparts. One author put it thusly, "Women have participated in war throughout history, but rarely,

if ever, have they played such an important role as they did in the Soviet Union during World War II. One million served on the front and partisan units."⁹ Marshal of the Soviet Union Vasil Chuikov, "It is no exaggeration to say that women fought alongside men everywhere in the war".¹⁰ Soviet commanders under whom they served, as well as, German soldiers against whom they fought testified to the fearlessness and tenacity of the Russian woman at Stalingrad.¹¹ In Yugoslavia, 800,000 women served actively in partisan operations.¹² One Yugoslav veteran wrote: "Those women were a horror--Attila incarnate. I watched them simply shoot down Nazi prisoners....One of our women, Mira, was a crack shot and had thirty-four German's to her credit in combat...She could use a machine pistol with the best of us."¹³ In France, they were indispensable as couriers and liaison officers. Many worked in the underground, such as Nancy Wake. She was trained by the British and parachuted behind the lines in Auvergne. For two and a half years she was in charge of some 7,000 Maquis and led them in commando raids against the Germans.¹⁴ The women proved they could withstand the deplorable conditions of war, that they could adapt themselves to difficult situations, and that they could withstand tremendous pain, even torture.¹⁵ Irma Bandier received Italy's gold medal posthumously. She was one of the first

Bolognese women to take up arms as a freedom fighter. Captured by the Germans, tortured, she refused to divulge information that would compromise her companions. She was killed in a brutal manner and her remains were put on public view and left in the street near her home.¹⁶

In our own country the Women's Army Auxillary Corps also performed in a distinguished manner. Albert Speer, Adolph Hitler's weapons production chief, paid quite a compliment following the war, when he said: "How wise you were to bring your women into your military and into your labor force. Had we done that initially, as you did, it could well have affected the whole course of the war. We would have found out, as you did, that women were equally effective, and for some skills, superior to males."¹⁷ Over 265,000 served in uniform, performing significant non-combatant roles. Not that this meant they were located too far from the shooting. Women were routinely deployed forward; as in the Fifth Army up the Italian peninsula, they were typically located 20 to 55 kilometers from the battle area.¹⁸ In fact, there was a direct relationship and correlation between high morale of the female personnel and their closeness to the front.¹⁹ In North Africa, more than one woman found her ship torpedoed out from under her. And in the Pacific, they became prisoner of war like their male

counterparts. Whatever their job or location, they were significant to performing the essential non-combatant functions which enabled the release of a large number of males to the fight.²⁰ General Paul, postwar G-1: Experience of World War II proved that women play a vital role in the military effectiveness of any nation...their contribution erased any doubt as to the ability, adaptability, and stability of American women in time of national crisis."²¹

A brief discussion of Israel is important because this usually becomes center mass for a debate on women in the military and combat. While it is true the women no longer serve in direct combat roles, there was a time when Israel, fighting for its very existence, relied on its females to take a more direct role in conflict. In the Haganah and the Irgun, women served in every command and on every front, participating in both offensive and defensive operations.²² By the start of the war of liberation in 1948, it is estimated that females constituted 15% of the force.²³

The lasting presence in our own military is testimony to women's contribution through its many wars. Less than a decade ago, women comprised fewer than two percent of the active military. Today they comprise ten percent of the force with 71,354 wearing the Army green.²⁴ Staying power has everything to do with successful performance. Women have not just handled their

role, they have actively earned their integration into the armed forces. There have been several significant factors or milestones that have helped to project them in their course.

CHAPTER II: CHANGE AND TIME

Success is not easily won and often setbacks form the resistance to progress. I can remember being told about the swinging pendulum by my Non Commissioned Officers. If you don't like what's going on just wait it will change. Changes in society come along somewhat reluctantly. I can remember as a lieutenant being brought along by Non Commissioned Officers at the WAC Training Center, Ft McClellan, that I would experience the swinging pendulum as I progressed along my military career..."Don't give up hope, things are bound to change". Something like the weather in Louisville, Kentucky, "If you don't like it, wait ten minutes; it will change." They were right of course, as indeed they were living examples of success and change that had taken place on into the 1970's. The law of physics dictates that eventually the pendulum comes back around, so there is no constant upswing, as there is always a struggle to get there from here.

Change, especially within society, does not come easily. As we march toward the year 2000, history bears this out. In the years 1980 to 1982, the women experienced a backlash period, some called

it the end of the 'honeymoon' for women in the military.²⁵ As one senior officer said to me, "You've gone far enough, it's time the Army backs off". The Reagan years began, the economy ceased to boom, military salaries were raised, enlistments soared, retention increased, and women in the military became expendable.²⁶ Opponents of women in uniform resurfaced with themes like the "social experiment". Equal rights went on the shelf while other issues replace it: readiness, effectiveness and efficiency.²⁷ The Army led this 1981 retrenchment movement, but before the Presidential election its dissent was muted.²⁸ Nevertheless, the Army dropped its female recruitment objective from 25,000 to 18,600, implementing what became known as the 'pause'. It also tightened female enlistment standards, i.e., raised them above the men's, so that only women with high school diplomas and in categories I, II and III were recruited.²⁹ Other maneuvers to slow women's progress included resegregation of basic training, and policy review which developed new combat probability coding and tests for physical strength. These last two would be used to determine qualification for Army jobs; that is, DCPC codes of P1 through P7 would be applied to positions...P1 would be restricted to men only, jobs that had a high probability of direct combat role. But herein lies a basic flaw, DCPC works, and subsequent

restrictions to slow women's influx to work, only when the manpower exists to fill positions to meet the end strength.

In fact, DCPC has not worked for the past four years. During this period the Army has not been able to function with the policy from a readiness standpoint. This is one of the reasons that 10,000 combat support positions were opened to women.³⁰ There just are not enough men to fill the all male positions in combat support and service support. In an Army War College study project, it was found that "unit readiness can, and does, suffer because of disproportionate share of women to interchangeable positions in divisional units."³¹ They use as an example the medical MOS 91A/B. The 3rd Armored Divisions Main Support Battalion was at 111 percent of its authorization of 91 A/B (70% of these women). Because of DCPC coding, the 2nd Battalion, 36th Infantry was authorized only male medical personnel, and the unit was at 68 percent of its authorized strength.³² They concluded that a commander's flexibility in directing replacements is degraded by the coding policy.³³

There have been other slowdowns along this road of progress, such as the difficulty in reaching the highest rungs of leadership. Some 18 percent of female Army officers are second lieutenants, compared with 11 percent of male officers. But only one percent of

female officers are colonels, while five percent of the male officer hold that rank. Put another way, 82 percent of our women officers are captains and lieutenants (junior officers), while the distribution of males is only 65 percent in the lower ranks.³⁴ The silver lining in this may be the fact that it was not until 1973 that women joined the Army in any large numbers, remember that the expansion of the Women's Army Corps took place in 1972. This means that there is a maturing force still out there working their way up the rungs of the ladder. In 1970 when I entered the Service there were 4,000 women officers on active duty, today that number has grown to 9638.³⁵

CHAPTER III: TURNING POINTS

Success can probably be measured best in terms of both momentum and endurance. There are some key pivotal points along the course of Women in the Army that we need to look at. First, the birth of the Women's Army Corps, the Women's Auxillary Corps (WAAC) on 14 May 1942. Following World War II and the distinguished service of 350,000 women in uniform, discussion raged over discontinuing the active role of women in the services.³⁶ In fact, the WAC was disbanded six months after the war, but General of the Army Dwight D. Eisenhower intervened.

The women held fast on this issue and for two years, from 1946 to 1948, the bill was written that would put women in the active Army. One of the key contributors to this effort was Col Mary A. Hallaren, third Director of the Women's Army Corps in 1947. The bill was not easily passed. Opponents surfaced ever conceivable argument. Among these, "They said that women of a certain age, and used a few other descriptive phrases, wouldn't be able to perform due to physical and emotional disabilities...But the Navy surgeon general at that time said men also go through that 'certain age', and that ended that".³⁷ The House Armed Services Committee voted against the bill. An effort ensued to bring pressure to bear, to wit COL Hallaren said a staff member for the committee told us "to call off the letter writing, they didn't have enough staff to read and answer the mail." The Women's Armed Services Act passed in 1948. Coincidentally this was the first instance of male recruiting shortfalls.³⁸ "I've always argued for women to be placed in the non-traditional occupations. Each time the door of opportunity opened for women it has been because of a shortage of men," she said, "The only limitation should be one's physical and mental ability, not one's gender."³⁹

From the mid-forties to the early 1970's, women constituted less than two percent of the total military strength and performed

in the traditional jobs such as health care and administration.⁴⁰ One participant described the situation: "It would be no exaggeration to say that probably the most significant accomplishment of the women in the line services from 1933 to 1966 was sheer survival".⁴¹ In fact until 1967, only one woman was allowed to hold the rank of full colonel. In 1967 another turning point occurs when Congress lifts this promotion restriction and the two percent ceiling on enlisted women as a proportion of the force (officers were held at ten percent of the enlisted ceiling).⁴² You will note that our nation's involvement in Vietnam was gaining great momentum at that time. I asked COL Morden, who served through some of this period, what made her stick it out. She told me with great enthusiasm in her voice, "the job satisfaction and the challenge".⁴³ 'Challenge' seems to always be an integral component in the change that carries us forward.

Change is significant in the 1970's as the Vietnam war comes to its conclusion and the nation shuts down the draft (1973). In 1972 the Women's Army Corps is expanded and the number of women is doubled. In fact, during the seventies women in uniform rose by over 350 percent to 150,000.⁴⁴ Making the All Volunteer Army a success meant women taking on more than their traditional role in the military. If you will remember, this was

true in an earlier discussion about women's military role following the post World War II demobilization. Some 80 percent of the positions were opened to women by 1976.⁴⁵ Changes that brought us into the 1980's included: 1) significant drop of the birthrate in the 1950's and 1960's, 2) volunteer military not so easy to recruit for with smaller male cohorts, 3) growth of sexual permissiveness in the U.S. and a change in sexual values, 4) women's liberation movement/equal access to employment for women, and 5) willingness of important officers to take the lead in pushing aside old ideas and traditions on the roles of women.⁴⁶ In 1978 the WAC colors were cased and the women become fully integrated into the Army; Pallas Athena has retired. We were no longer controlled by a singular branch but by all branches (I say that because there were some tests of women competing in combat arms branches and schools). This opened the door to new training opportunities and, as you are well aware, women for the first time entered West Point.

In the 1990's I predict yet another turning point for women in uniform. All the prophets and modern day soothsayers have predicted a serious shortfall in the available manpower for recruiting...there simply will not be enough men to meet the roll call. In the two decades from 1970 to 1990 twenty percent fewer

youth will turn the age of 18.⁴⁷ Martin Binkin and Shirley Bach, writing for the Brookings Institute, project the population to be 25 percent smaller in nine years than it was in 1976.⁴⁸

<u>1976</u>	<u>1984</u>	<u>1992</u>
2,147,000	1,873,000	1,610,000

In order to maintain the force structure of our armed forces we would have to sustain an annual accession of about 350,000 men, which is nearly one out of every eight qualified and available seventeen to twenty two year old males.⁴⁹ There are those who say that this will not happen unless there are significant incentives to compete with the civilian market. Of course one of these will have to be higher salaries. With the current budget constraints, this seems an unlikely option. One source states that "within five years the services will be able to attract only three fourths of the highly qualified male recruits that they need".⁵⁰ The problem is clear enough but not so the solution. To argue that we will be able to throw money at the problem, either in the form of pay incentives or conscription, does not seem reasonable. In fact as decision time grows closer the direction seems clearer. Congress is already turned into the wind and setting its course for an expanded role of women in our armed forces. It makes sense, the plan has already been tested and today is living proof. No one has

to startup expensive machinery to get it going or prod money out of Congressional pockets that are empty. It just makes sense that women can once again step in where and when they are needed most...they are a proven commodity.

CHAPTER IV: PROGRESSION

While it is true there have been some stops and starts along the way in bringing women into the military as full partners, progress has been steady. Dollars and cents has driven much of this and, maybe too, the fact that it just made good horse sense. Acceptance of their expanding role may have been slow, but numbers speak for themselves with ten percent of the force being female.⁵¹ In fact, the United States leads the other nations of the world in this regard. It is estimated, that without departing radically from current policies, a substantial increase in even these figures is possible. There are roughly 600,000 jobs that women could assume as compared to the planned 126,400 this from the Brookings Studies in Defense Policy Series by Binkin and Bach.⁵² They argue that present restrictions deny women access to significant jobs and the military a pool of competent workers.⁵³ Another way to look at this is that women could actually qualify for 88 percent of the military jobs, while only 63 percent are open

to them.⁵⁴ With respect to the Army, Binkin and Bach translate the potential for women's end strength at 175,000, while Army planners hold fast at 65,000 (1986).⁵⁵ In other words, there is room for women to fill critical combat support and combat service support positions. As a student at the Army War College, I have heard a number of lecturers place that shortfall at approximately 100,000. As one author put it, "the role of women in the military is secure...sufficient mass has been achieved such that there is no going back."⁵⁶

Success, beyond numbers, can be measured by individual performance or promotion rate. In this regard women have held their own meeting promotion rates at least equal to the men.⁵⁷ This was echoed by BG Myrna Hennrich Williamson in a recent article where she added by saying, "Our younger women are competing equally with men as captains for company commands, and their performance is equal to that of men."⁵⁸ However, as a counter, it might be said that women are protected by 'floors' or quotas. Selection boards have a number of criteria that they must watch for to include minorities, shortage branches, combat support and service support and this criteria will vary to meet the Army's needs. While numbers of senior ranks may not be swelled with large numbers of women, the women consistently make the grade.

LTG Colin Powell, Director of the National Security Council said it best, " We can no longer go to war without women".⁵⁹

Success too can be measured on the hill in Washington. Here Congressional activity in the last two years reflects a new tempo for expanding even further the role of women in the military. On 26 Feb 87 Senator William Proxmire, member of Defense Appropriations Subcommittee, and Senator William Cohen, Armed Services Committee, introduced legislation to allow women in the military to serve closer to the front line of battle.⁶⁰ This would open more combat support jobs previously closed. As Senator Proxmire duelled with combat exclusion legislation, he stated that, "In reality, barring women from combat has resulted in complex and arbitrary restrictions that limit our military flexibility."⁶¹ "Today women make up an even larger percentage of our Army Forces and the need to lift the combat restrictions is that much greater. It is a matter of national security".⁶²

While Senator Proxmire argues the merits of the Combat Exclusion other legislators have joined the issue on opening more positions for women. They too see the handwriting on the wall for the 1990's and the decline of recruitable manpower. There is a proposed House Resolution 2719 by Rep. William Dickinson, House Armed Services Committee, to amend title 10 U.S.C. to increase

combat support assignments for women.⁶³ There is Senate bill 1398 proposed by Senator Dennis DeConcini on 19 Jun 87 to open fighter pilot training to women. And in the House there is 3798 introduced by Rep. Beverly Byron, House Armed Services Committee, that directs the Secretary of Defense to conduct a test program for two years opening combat support positions in units, on ships and in aircraft.⁶⁴ Mr. Lawrence Korb, Assistant Secretary for Manpower, told reporters that men could not realistically be substituted for women in units preparing for combat. He stated that "under many circumstances you just don't have that much warning. Women are an integral part of the units."⁶⁵

Another major powerhouse on the 'Hill' is the Defense Advisory Committee on Women in the Services (DACOWITS). DACOWITS was established in 1951 to assist the Secretary of Defense in the recruitment and retention of service women.⁶⁶ The influential advisory group is composed of prominent civilians from around the nation. They share in the advancements that women in the Services have made, everything from better fitting uniforms to an equal stake and shake on the job. I know from personal experience that they visit the field and come to where the women are serving to see firsthand the conditions and to ask the questions that will surface the issues. 'One tough outfit', you will not find

them riding a desk. So when DACOWITS speaks for women in uniform, they do so with authority. Indeed, they have earned the respect of the military and the politician.

The direction of legislation seems clear and that is the 1948 Act that brought about combat exclusion for woman will soon meet its day. Each service branch has an elaborate plan to make the exclusion work, but as we are all aware the more complex something is the more difficult it is to execute. Senator Proxmire said that "such time-consuming judgement calls may be manageable during peace-time, but they would be impossible in the crush of a war situation".⁶⁷ Keeping tabs on all the women that now comprise ten percent of our force would be a 'widget-counters' night-mare. In Europe V U.S. Corps, where I last served, I was familiar with a significant number of women serving in community jobs. Many of them were tied to the Noncombatant Evacuation Operation(NEO) program, that is, the evacuation of our noncombatants/families in time of war. It wouldn't make much sense to put these women on the planes first, while the spouses and their children stayed behind on the runways. In fact, there was such a proposal in the Fulda (Germany) community, until a female Major spoke up and said she wouldn't go and would stay behind and complete the mission. We have had a recent combat example in Grenada. 170 Army women and women from other

services participated in the invasion.⁶⁸ It has been noted that, "to have excluded an aircraft simply because there was a woman on board would have lessened our response and reduced our effectiveness".⁶⁹ While the Air Force stuck to its guns, the Army had trouble making up its mind. There is the story of three female Military Police who were sent back three times from the runway at Ft Bragg before the call came for them to join their unit. Once in Grenada, they were sent back to Bragg and then returned to again to Grenada where they were finally allowed to perform their job.⁷⁰ Can you imagine the confusion this could cause in a larger conflict, especially a protracted one. We limit the ability of our commanders to remain flexible and to use the talent of skilled female specialists where that talent could do the most good. The face of battle continues to change as high technology takes over the twentieth century. The 'muddy-boots' war of the past may become the laser and computer war on the future. Women have demonstrated the skill and the educational background to take this one on. BG Williamson, "I have seen the abilities, the leadership and the teamwork that tell me women have the skills needed to do that(combat)."⁷¹

Congressional action is causing us once again to revisit the women in combat issue as it probes the combat exclusion policy.

While there are a number of strong voices to suggest the policy needs to be repealed, that it has outlived its effectiveness, there is just as loud a chorus singing the other tune. To debate the issue is to become embroiled in an emotional malaise. For example, taking a look at some of the more outspoken opponents. Former Secretary of Defense Casper W. Weinberger..."And I think again to be perfectly frank about it and spread all of my old-fashioned views before you, I think women are too valuable to be in combat."⁷² Then there is Congresswoman Beverly Byron, Subcommittee on Military Personnel and Compensation, a strong supporter for reform but she draws the line at combat, "There is a chauvinistic, male repugnance to women in direct combat that I share."⁷³ Admiral Grace Hopper, well known from her contributions to the computer field and education stated, "No, we're a damned nuisance in combat. If you send out a soldier or a Marine with a woman next to him, in our culture today, he would feel he should take care of her...the day may come in our culture when we won't mind if a woman's body comes back in a body bag...we are not ready yet."⁷⁴ And finally, former Army Chief of Staff, Gen. William C. Westmoreland, "Maybe you could find one woman in 10,000 who could lead in combat, but she would be a freak and we're not running the military academy for

freaks...they're asking women to do impossible things. I don't believe women can carry a pack, live in a foxhole, or go a week without taking a bath."⁷⁵

I believe women have the will and the ability to be full partners in combat. I base this on personal experience having commanded both a combat support company and battalion with both men and women in the units. Women perform well as an integral part of a team, and if called upon, I have no doubt that they would fight, especially when it came to protecting the team. Should this be our role, to fight in combat? "Soldier First" is not just a catchy phrase, it is what we are all about. Protect and defend, and if need be, give the ultimate sacrifice...that is the bottom line. This is the common bond of the uniform we wear and the oath we take with pride we all take pride, and with the oath comes responsibility. It seems logical that we are soldiers first and ought to be able to take up arms and be participants in the combat team. Nobody is ready for body bags returning our sons or our daughters. Are our men anymore expendable than our women? There may not be wide support for women's role in combat, but the realities of dwindling manpower may force the issue. Can women do it? History answers that in a resounding, yes.

CHAPTER V: CONCLUSION

It is like ceremony on a parade field, as you look down from your position it is not difficult to envision shadows of all the footprints from those who have gone before. I can remember that pride meant never going anywhere in a wrinkled uniform. As a lieutenant at WAC Center, there were irons and ironing boards pre-positioned in latrines and offices throughout the training area. Officers and NCO's did not walk anywhere that they did not press off first. We wore a cord uniform in those days that liked to melt under the heat of an iron and a metal zipper that broke under the strain of the on-off process...but we were strac. I also recall that women were not allowed to be seen in public in a fatigue uniform. To be found in the Officer's Club or Off Post was an embarrassment to the Corps. Physical training was hidden from public view in the confines of a gymnasium. It was conducted in starched skirts and bloomers with black socks and flimsy tennis shoes. The entire program was performed from a single position on the gym floor and constituted drills of running in place and a series of arm flings. That was less than 18 years ago...how times have changed and times do change. Who would have believed then that women would command men, pull patrol as military police with loaded weapons, and run miles in formation. I submit to you that given the progress of women in the military today and the challenges of

the 1990's, there is more excitement ahead. I don't know about you, but I don't want to be left behind. You have a chance to write the next chapter already titled "success". The players are key as the declining manpower pool awaits us on the next turning point. You can make a difference and a positive one for the future. What do you say...let's write a little history.

FOOTNOTES

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7. Ibid., p. 17.
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9. Ibid., p. 19.
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12. Ibid., p. 64.
13. Ibid.
14. Ibid., p. 72.
15. Ibid., p. 73.
16. Ibid., p. 81.
17. Martin Binkin and Shirley Bach, Women and the Military, p. 8.
18. Ibid., p. 105.
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22. Staff Support Branch Center of Military History, Women in Combat p. 101.
23. Binkin and Bach, Women and the Military, p. 13.
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27. Ibid., p. 182.
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29. Ibid., p. 188.
30. MAJ Ilona Prewitt, Director of DACOWITS, Office of the Assistant Secretary of Defense, Telephone interview, Feb 88.
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and Stripes, Interview with COL(Ret) Mary A. Hallaren, 1986.

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39. Betty Bell, Stars and Stripes.
40. Binkin and Bach, Women and the Military, p. 1.
41. Ibid., p. 12.
42. Nancy Loring Goldman, Female Soldiers - Combatants or Noncombatants, p. 244.
42. COL Betty Morden, Center of Military History, Interview Feb 88.
44. Military Women in the Department of Defense. Manpower Reserve Affairs and Logistics p. 1.
45. Binkin and Bach, Women and the Military, p. 2.
46. Nancy Loring Goldman, Female Soldiers - Combatants or Noncombatants pp. 230-231.
47. COL Sweeney, et al., War College Study, p. 26.
48. LTC Anna M. Young, "Army Women: Looking Toward an Uncertain Future (Again)," Minerva Quarterly Report on Women and the Military, Vol II, Number 1, p. 65.
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50. Ibid., p. 68,
51. "Redefining a Women's Place; the Pentagon Opens New Posts for Female Soldiers, " Time Magazine, 15 Feb 88, p. 2.
52. Binkin and Bach, p. 108.
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CHARTS

- I. Significant Dates in the History of the Women's Army Corps-- gives a historic perspective
- II. Demographics by Branch--shows the number of officers and their distribution male and female (Jun 87)
- III. Demographics by Grade--distribution of male/female officers depicts the imbalance of senior female officers vs the junior grades (Jun 87)
- IV. Battalion Command Selection/Female (Jun 87)
- V. Battalion Command Selection/Male (Jun 87)
- VI. Selection Board Results--promotion, senior service schools, and Bn Cmd (Jun 87)
- VII. Female Officer Strength by branch and grade
- VIII. Legislation

Significant Dates in the History of the Women's Army Corps

- 14 May 42 Congress approves HR 6293 creating the Women's Army Corps with an authorization strength of 150,000.
- 22 Dec 42 First five WAAC officers to serve overseas arrive in North Africa. Their troop ship was torpedoed and they along with other survivors rescued.
- Jan 43 Congresswoman Edith Nourse Rogers introduced legislation changing the name of the corps to the Women's Army Corps, this to become an integral part of the Army...enacted Jul 43.
- 11 Feb 46 The War Department announced it would utilize WAC's until 30 Sep 46 or for the duration plus six months to meet personnel shortages. General Eisenhower, Chief of Staff, directed legislation be prepared to include the WAC as a permanent part of the Regular Army and the reserves.
- 2 Jun 48 Congress approved the Women's Armed Services Integration Act of 1948 which admitted WAC's into the Regular Army and the Reserve. This included the other Services as well. President Truman signs the Act on 12 Jun 48.
- 17 Sep 51 First meeting of the Defense Advisory Committee Women in the Services (DACOWITS).
- May 55 First two WAC graduates from the Associate Command and General Staff College Course, Fort Leavenworth, Kansas.
- 15 Jun 55 First WAC officer graduates from the Industrial College of the Armed Forces.
- Apr 59 First enlisted woman was promoted to the new pay grade of E-8.
- Jun 60 First enlisted woman was promoted to the grade E-9
- 1 Mar 62 First WAC to be assigned to Vietnam, Military Assistance Advisory Group, Saigon.

- 14 May 62 Twentieth anniversary of the Women's Army Corps. Strength: 781 officers, 48 warrant officers, and 8,666 enlisted...total 9,495.
- 1 Jul 63 Weapons familiarization and voluntary firing of small arms was deleted from training programs when the M1 carbine (nine pounds) was replaced by the M14 rifle (ten pounds). The new weapon was considered to heavy for a woman to handle. Jul 74 the training was reinstated on the M16 and in Jul 75 familiarization became mandatory.
- 31 Oct 66 WAC Detachment established in Vietnam. Unit members arrive Jan 67. Deactivated 1972.
- 10 Feb 67 Secretary of Defense approved Army request to increase WAC strength by 38 percent to increase manpower during the Vietnam War.
- 8 Nov 67 President Johnson signed into law PL 90-130 an act that equalized promotion and retirement rules for women officers in the Armed Forces and permitted women to serve in the National Guard.
- 22 Dec 67 Announcement made of the first WAC officer to be selected for the Army War College, Carlisle, Pennsylvania.
- 30 Mar 68 First WAC promoted to the grade of Command Sergeant Major.
- May 68 Five WAC officers graduate from the regular CGSC, Fort Leavenworth, Kansas.
- Dec 69 First WAC officer was selected to attend the Armed Forces Staff College at Norfolk, Virginia.
- 14 May 70 Since the WAC expansion was announced in Mar 67, WAC enlisted strength had increased by 1,735 to 11,476 and the officers by 212 to 1,029.
- 15 May 70 President Nixon announces the nomination of the first women generals: COL Elizabeth Hoisington, Director of the Women's Army Corps; and COL Anna Mae Hays, Chief Army Nurse Corps.

- 9 Apr 71 For the first time, Army regulations permitted women to request waivers for retention on active duty if they were married and pregnant, if they were married or unmarried and had their pregnancy terminated, or if they became parents through marriage or adoption.
- 28 Jun 71 Chief of Staff approved a further expansion of authorized WAC strength from 12,400 enlisted to 18,700 by the end of FY 78.
- 14 Feb 72 Chief of Staff approved women's participation in Army ROTC at ten colleges and universities. On 25 May 73 all colleges could enroll women in their programs.
- 24 Jul 72 Secretary of the Army approved expansion of WAC enlisted strength to 23,800 the end FY 78.
- 4 Aug 72 Announcement was made that all MOS's would be open to women except for 48 and 415 which required combat training or duty in hazardous assignments or locations.
- 18 Dec 72 Secretary of the Army approved a policy permitting the command of men by women.
- 25 Apr 73 Army Chief of Staff approved the opening of flight training to women--helicopter and fixed wing aircraft. On 24 Aug approval granted for enlisted women to enter MOS 43 E, Parachute Rigger--airborne school.
- 9 Oct 73 Chief of Staff approved plan to expand the WAC enlisted strength from 23,800 to 50,400 by the end of FY 79.
- 4 Jun 74 First female pilot graduate from Fort Rucker.
- 1 Jul 74 WAC officers permanently detailed out of WAC Branch and into the male branches [except for Infantry, Armor, and Artillery(Cannon)].
- 1 Jul 75 Defense weapons training became a mandatory training course in basic training for enlisted women. In Jan 76 it became mandatory for the officers.

- 7 Oct 75 President Ford signed a bill that directed women be admitted to the Service academies in CY 76.
- 24 Dec 75 Chief of Staff approved the admission of women into the Army Officer Candidate School, Fort Benning, Georgia, effective 1 Oct 76.
- Jul 76 119 women enter U.S. Military Academy, Class of 1980; 80 enter the U.S. Naval Academy; 155 the USAF Academy.
- 30 Sep 76 End strength: women officers, 1,952; warrant officers 31; enlisted 44,461; total 49,611.
- 17 Feb 77 Chief of Staff approved concept of common basic training program for men and women as a test at the Army Training Center, Fort Jackson, South Carolina in the fall of 76.
- 3 Aug 77 Chief of Staff recommendation to the Secretary of the Army approved to obtain separation legislation from the Defense Officer Personnel Management Act to discontinue the Office of the Director of the Women's Army Corps as a separate corps of the Army.
- 20 Dec 77 Secretary of the Army issued his combat exclusion policy. Women would serve in any officer or enlisted specialty or unit except those of the Infantry, Armor, Cannon Field Artillery, Combat Engineers, and Low Altitude Air Defense units of battalion/squadron or smaller size. Women would not serve in an MOS involved in combat duty.
- 12 Jul 78 Legislation was forwarded to Congress to officially eliminate the Office of the WAC and the Women's Army Corps as a separate Corps. Signed Oct 78.
- 30 Sep 78 Strength: Officer - 2,626 and enlisted 50,549.

This information was extracted from a major list prepared by COL Betty C. Morden, Office of the Chief of Military History, recalled to active duty 19 Feb 74 to write the history of the WAC after WWII (1945-present). Her distinguished career included serving as the Acting Deputy Director of the Women's Army Corps 18 Sep 72.

DEMOGRAPHICS BY BRANCH

BASIC BRANCHES

	<u>MALE</u>	<u>FEMALE</u>
COMBAT ARMS		
Infantry	12,260	0
Armor	6,132	0
Field Artillery	8,867	168
Air Defense Artillery	3,705	195
Aviation	7,144	248
Corps of Engineers	4,855	158
Special Operations	(Will be male only)	

COMBAT SUPPORT ARMS

Signal Corps	4,550	777
Military Police	1,948	454
Military Intelligence	4,450	755
Chemical	1,496	194

COMBAT SERVICE SUPPORT

Adjutant General	2,526	886
Finance	817	171
Ordnance	3,184	687
Quartermaster	2,628	676
Transportation	1,773	455
BASIC BRANCH TOTAL	66,335	5,824

SPECIAL BRANCHES

AMEDD

Army Nurse Corps	1,222	3,378
Dental Corps	1,565	98
Medical Corps	4,549	638
Medical Service	4,416	561
Medical Specialist	173	289
Veterinary Corps	398	40

CHAPLAIN	1,498	21
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JUDGE ADVOCATE GEN.	1,634	202
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GENERAL OFFICERS

	406	4
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DEMOGRAPHICS BY GRADE
TOTAL ARMY

	<u>MALE</u>	<u>FEMALE</u>
LT	21,283	4,456
CPT	29,635	4,531
MAJ	16,020	1,443
LTC	10,216	513
COL	4,684	110

DEMOGRAPHICS BY GRADE
BASIC BRANCH

LT	19,848	2,835
CPT	23,253	2,479
MAJ	12,217	432
LTC	7,936	66
COL	3,081	12

FY 88 BATTALION COMMAND SELECTION

FEMALE SELECTEES BY BRANCH

	<u>Eligible</u>	<u>Selected</u>	<u>Rate</u>
COMBAT ARMS			
Air Defense	1	0	0
Armor	0	0	0
Aviation	0	0	0
Engineer	0	0	0
Field Artillery	0	0	0
Special Forces	0	0	0
Infantry	0	0	0
Total (female)	1	0	0
Total (male)	3248	274	8.4%
COMBAT SUPPORT ARMS			
Chemical	0	0	0
Military Intelligence	6	1	16.7%
Military Police	5	0	0
Signal Corps	2	1	50%
Total (female)	13	2	15.4%
Total (male)	1398	95	6.8%
COMBAT SERVICE SUPPORT			
Adjutant General	20	2	10%
Finance	2	1	50%
Ordnance	0	0	0
Quartermaster	11	1	9.1%
Transportation	1	0	0
Total (female)	34	4	11.8%
Total (male)	1848	125	6.8%
ARMY-WIDE			
Female	48	6	12.5%
Male	6494	494	7.6%
Total	6542	500	7.6%

FY 88 BATTALION COMMAND SELECTION

MALE SELECTEES BY BRANCH

	<u>Eligible</u>	<u>Selected</u>	<u>Rate</u>
COMBAT ARMS			
Air Defense	207	29	14%
Armor	310	50	16%
Aviation	939	34	3.6%
Engineer	354	29	8.2%
Field Artillery	502	51	9.8%
Infantry	873	80	9.2%
Other	63	1	1.6%
Total (female)	1	0	0
Total (male)	3248	274	8.4%
COMBAT SUPPORT ARMS			
Chemical	69	4	5.8%
Military Intelligence	404	26	6.4%
Military Police	137	17	12.4%
Signal Corps	261	38	14.6%
other	527	10	1.9%
Total (female)	13	2	15.4%
Total (male)	1398	95	6.8%
COMBAT SERVICE SUPPORT			
Adjutant General	295	10	3.4%
Finance	78	12	15.3%
Ordnance	173	33	19.1%
Quartermaster	214	27	12.6%
Transportation	139	24	17.2%
Other	949	19	2%
Total (female)	34	4	11.8%
Total (male)	1848	125	6.8%
ARMY-WIDE			
Female	48	6	12.5%
Male	6494	494	7.6%
Total	6542	500	7.6%

SELECTION BOARD RESULTS

<u>BOARD</u>	<u>MALE</u>			<u>FEMALE</u>			<u>ARMY</u>
	<u>elig.</u>	<u>sel.</u>	<u>rate</u>	<u>elig.</u>	<u>sel.</u>	<u>rate</u>	<u>rate</u>
CPT (FY 87)	3,940	3,337	84%	574	483	84%	84%
MAJ (FY 87)	2,801	2,050	73%	258	199	77%	74%
LTC (FY87)	1,857	1,293	70%	47	31	66%	70%
COL (FY 86)	796	411	52%	6	2	33%	51%
CVI* (FY 87)	1,810	1,502	83%	236	201	85%	83%
CSC* (FY 87)	5,361	1,042	19%	284	72	25%	20%
SSC* (FY 86)	5991	297	5%	48	3	6%	5%
BN CMD* (FY 87)	6,494	494	7.6%	48	6	12.5%	7.6%
PROD MGR. (FY 87)	548	31	5.6%	3	0		5.6%

* CVI - Conditional Voluntary Indefinite
 CSC - Command and Staff College
 SSC - Senior Service College
 BN CMD - Battalion Command

OPMD STAT REPT - 7
TOTAL ARMY FEMALE OFFICERS STRENGTH BY CONTROL SPECIALTY
(OPMD) AND CONTROL BRANCH (NON-OPMD) (OPERATING)
AS OF 31 OCTOBER 1987
PART I

CONTROL SPECIALTY	COLONEL	LT COLONEL	MAJOR	CAPTAIN	LIEUTENANT	TOTAL
01A-BRANCH INM	2	7	33	144	31	217
02A-COMBAT INM	0	0	3	21	1	25
03A-LOG INM	0	2	7	27	8	44
04A-PERS INM	0	1	2	3	1	7
11-INFANTRY	0	0	0	0	0	0
12-ARMY	0	0	0	0	0	0
13-FLD ARTILLERY	0	0	0	69	58	127
14-ADA	0	0	0	59	104	163
15-AVIATION	0	0	0	95	80	176
18-SPEC OPS	0	0	1	0	0	0
21-ENGINEER	0	0	1	0	0	0
25-SIGNAL	0	0	6	54	58	118
31-LAW ENF	0	3	28	205	390	626
35-MILITARY INTELL	0	6	16	127	208	357
41-PERS MGMT	4	6	68	284	225	587
42-PERS SYS MGMT	1	12	23	32	1	69
44-FINANCE	2	11	44	262	231	550
	0	1	12	42	42	97
SUBTOTAL (OPMD)	9	49	243	1424	1438	3163

OPMD STAT REPT - 7
TOTAL ARMY FEMALE OFFICERS STRENGTH BY CONTROL SPECIALTY
(OPMD) AND CONTROL BRANCH (NON-OPMD) (OPERATING)
AS OF 31 OCTOBER 1987
PART II

	COLONEL	LT COLONEL	MAJOR	CAPTAIN	LIEUTENANT	TOTAL
CONTROL SPECIALTY						
45-COMPUTER	0	1	9	15	0	25
46-PUBLIC AFFAIRS	1	1	16	11	0	29
47-PROF USMA	0	1	0	0	0	1
48-FAO	0	1	11	4	0	16
49-UNSA	0	1	5	6	0	12
50-FORCE DEV	0	0	0	2	0	2
51-RED	0	0	5	9	3	17
52-NUCLEAR WMS	0	0	0	0	0	0
53-ADP	0	2	8	49	2	61
54-OPS/FORCE DEV	1	0	0	7	0	8
74-CHEMICAL	0	0	3	62	100	165
91-ORDNANCE	0	2	13	215	337	567
92-QUARTERMASTER	0	10	44	245	238	537
95-TRANS MGMT	0	0	21	136	204	361
97-PROCUREMENT	0	1	10	10	0	21
99-COMBAT DEV	0	0	0	1	0	1
BLANK	0	0	0	0	0	0
SUBTOTAL (OPMD)	2	20	142	772	884	1823
SUBTOTAL PREV PG (OPMD)	9	49	243	1424	1438	3163
TOTAL (OPMD)	11	69	385	2196	2322	4986

*DUE TO A SYSTEMS PROBLEM THE FY88 3 POSITION BREAKDOWN OF THE SPECIALTIES IS NOT AVAILABLE AT THIS TIME.

OPMD STAT REPT - 7
TOTAL ARMY FEMALE OFFICERS STRENGTH BY CONTROL SPECIALTY
(OPMD) AND CONTROL BRANCH (NON-OPMD) (OPERATING)
AS OF 31 OCTOBER 1987
PART 111

CONTROL SPECIALTY	COLONEL	LT COLONEL	MAJOR	CAPTAIN	LIEUTENANT	TOTAL
CHAPLAIN	0	0	4	15	2	21
JUDGE ADVOCATE GENERAL	0	2	14	153	14	183
MEDICAL	21	58	173	343	0	595
DENTAL	0	9	27	53	0	89
VETERINARY	0	3	2	26	9	40
MEDICAL SERVICES	0	4	29	298	150	481
ARMY NURSE	57	312	652	728	1229	2978
ARMY MEDICAL SPECIALIST	12	21	50	106	75	264
GENERAL OFFICER						3
SUBTOTAL	90	409	951	1722	1479	4654
SUBTOTAL PREV PG (OPMD)	11	69	385	2197	2322	4984
TOTAL COM OFFICERS	101	478	1336	3919	3801	9638

100TH CONGRESS
1ST SESSION

H. R. 2719

To amend title 10, United States Code, to increase the combat support assignments open to women in the Armed Forces.

IN THE HOUSE OF REPRESENTATIVES

JUNE 18, 1987

Mr. DICKINSON introduced the following bill; which was referred to the Committee on Armed Services

A BILL

To amend title 10, United States Code, to increase the combat support assignments open to women in the Armed Forces.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 SECTION 1. ASSIGNMENT OF FEMALE MEMBERS OF THE
4 ARMY TO COMBAT SUPPORT UNITS.

5 (a) IN GENERAL.—Chapter 343 of title 10, United
6 States Code, is amended by adding at the end the following
7 new section:

1 "§ 3549. Female members: assignment to combat service
2 support units and combat support units

3 "The Secretary of the Army shall provide for the more
4 efficient utilization of female members of the Army by per-
5 mitting the permanent assignment of such members to all
6 units of the Army which have as their mission the direct
7 support of combat units."

8 (b) CONFORMING AMENDMENT.—The table of sections
9 at the beginning of such chapter is amended by adding at the
10 end the following new item:

"3549. Female members: assignment to combat service support units and combat
support units."

11 SEC. 2. CLARIFICATION OF TYPES OF VESSELS ON WHICH
12 WOMEN MAY BE ASSIGNED TO DUTY.

13 The last sentence of section 6015 of title 10, United
14 States Code, is amended by striking out "and vessels of a
15 similar classification not expected to be assigned combat mis-
16 sions" and inserting in lieu thereof "combat support vessels
17 (including vessels which have the capability to provide under-
18 way replenishment to fleet units), and vessels of a similar
19 classification".

20 SEC. 3. AIRCRAFT TO WHICH WOMEN MAY BE ASSIGNED.

21 The text of section 8549 of title 10, United States
22 Code, is amended to read as follows:

23 "(a) Female members of the Air Force may not be as-
24 signed to duty in aircraft engaged in combat missions.

1 “(b) The prohibition in subsection (a) does not apply to
2 female members of the Air Force designated under section
3 8067 of this title (or appointed with a view to designation
4 under that section) or to female members assigned to duty in
5 reconnaissance, training, or transport aircraft.”.

○

100TH CONGRESS
1ST SESSION

S. 581

To amend title 10, United States Code, to increase the combat support assignments open to women in the Armed Forces.

IN THE SENATE OF THE UNITED STATES

FEBRUARY 26, 1987

Mr. PROXMIRE (for himself and Mr. COHEN) introduced the following bill; which was read twice and referred to the Committee on Armed Services

A BILL

To amend title 10, United States Code, to increase the combat support assignments open to women in the Armed Forces.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 SECTION 1. ASSIGNMENT OF FEMALE MEMBERS OF THE
4 ARMY TO COMBAT SUPPORT UNITS.

5 (a) IN GENERAL.—Chapter 343 of title 10, United
6 States Code, is amended by adding at the end the following
7 new section:

1 "§ 3549. Female members: assignment to combat service
2 support units and combat support units

3 "The Secretary of the Army shall provide for the more
4 efficient utilization of female members of the Army by per-
5 mitting the permanent assignment of such members to all
6 units of the Army which have as their mission the direct
7 support of combat units."

8 (b) CONFORMING AMENDMENT.—The table of sections
9 at the beginning of such chapter is amended by adding at the
10 end the following new item:

"3549. Female members: assignment to combat service support units and combat
support units."

11 SEC. 2. CLARIFICATION OF TYPES OF VESSELS ON WHICH
12 WOMEN MAY BE ASSIGNED TO DUTY.

13 The last sentence of section 6015 of title 10, United
14 States Code, is amended by striking out "and vessels of a
15 similar classification not expected to be assigned combat mis-
16 sions" and inserting in lieu thereof "combat support vessels
17 (including vessels which have the capability to provide under-
18 way replenishment to fleet units), and vessels of a similar
19 classification".

20 SEC. 3. AIRCRAFT TO WHICH WOMEN MAY BE ASSIGNED.

21 The text of section 8549 of title 10, United States
22 Code, is amended to read as follows:

23 "(a) Female members of the Air Force may not be as-
24 signed to duty in aircraft engaged in combat missions.

1 “(b) The prohibition in subsection (a) does not apply to
2 female members of the Air Force designated under section
3 8067 of this title (or appointed with a view to designation
4 under that section) or to female members assigned to duty in
5 reconnaissance, training, or transport aircraft.”.

○

100TH CONGRESS
1ST SESSION

H. R. 3798

To direct the Secretary of Defense to conduct a two-year test program under which female members of the Army, Navy, Marine Corps, and Air Force are assigned to combat support units, vessels, and aircraft.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 18, 1987

Mrs. BYRON introduced the following bill; which was referred to the Committee on Armed Services

A BILL

To direct the Secretary of Defense to conduct a two-year test program under which female members of the Army, Navy, Marine Corps, and Air Force are assigned to combat support units, vessels, and aircraft.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. TWO-YEAR PROGRAM TO TEST EFFECTS OF AS-**

4 **SIGNMENT OF FEMALE MEMBERS TO COMBAT**

5 **SUPPORT UNITS, VESSELS, AND AIRCRAFT.**

6 (a) **TEST PROGRAM.**—The Secretary of Defense, in
7 consultation with the Secretaries of the Army, Navy, and Air
8 Force, shall establish a test program under which—

1 (1) female members of the Army shall be assigned
2 to units of the Army which have as their mission the
3 direct support of combat units;

4 (2) female members of the Navy shall be assigned
5 to combat support vessels (including vessels which
6 have the capability to provide underway replenishment
7 to fleet units) and EP-3 aircraft;

8 (3) female members of the Marine Corps shall be
9 assigned to the Marine Corps security guard battalion;
10 and

11 (4) female members of the Air Force shall be as-
12 signed to duty in all reconnaissance, training, or trans-
13 port aircraft.

14 (b) PLAN.—Not later than 60 days after the date of the
15 enactment of this Act, the Secretary shall create a plan for
16 the test program and shall submit to the Committees on
17 Armed Services of the Senate and the House of Representa-
18 tives a report describing such plan. The plan shall include
19 provisions relating to the number of female members, the
20 number of units, vessels, and aircraft, and the duration of
21 assignments that the Secretary proposes to use in the test
22 program.

23 (c) IMPLEMENTATION AND DURATION.—Not later than
24 30 days after the plan under subsection (b) is submitted, the
25 Secretary shall begin implementation of the test program

1 under subsection (a). The program shall remain in effect for
2 two years, beginning on the date on which implementation
3 begins.

4 (d) REPORTS TO CONGRESS.—(1) After the test pro-
5 gram has been in effect for one year, the Secretary shall
6 submit to the Committees on Armed Services of the Senate
7 and House of Representatives an interim report on the re-
8 sults of the program. The report shall include information on
9 the performance of the women assigned to the units, vessels,
10 aircraft, and battalion under the program and the effects of
11 such assignments on morale, on military personnel manage-
12 ment, and on career advancement of female members of the
13 Army, Navy, Marine Corps, and Air Force.

14 (2) After the test program is completed, the Secretary
15 shall submit to such Committees a final report on the results
16 of the program. The report shall cover the same topics as the
17 interim report and also shall include recommendations on
18 whether and in what manner female members of the Army,
19 Navy, Marine Corps, and Navy should continue to be as-
20 signed to combat support duty.

21 (e) INAPPLICABILITY OF STATUTORY PROHIBI-
22 TIONS.—For purposes of the test program—

23 (1) with respect to members of the Navy, the last
24 sentence of section 6015 of title 10, United States
25 Code, shall not apply; and

- 1 (2) with respect to members of the Air Force, the
2 limitation in section 8549 of such title shall not apply.

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100TH CONGRESS
1ST SESSION

S. 1398

To amend title 10, United States Code, to clarify the authority of the Secretary of the Air Force to permit female members of the Air Force to receive fighter pilot training.

IN THE SENATE OF THE UNITED STATES

JUNE 19, 1987

Mr. DECONCINI introduced the following bill; which was read twice and referred to the Committee on Armed Services

A BILL

To amend title 10, United States Code, to clarify the authority of the Secretary of the Air Force to permit female members of the Air Force to receive fighter pilot training.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That section 8549 of title 10, United States Code, is amend-
4 ed by adding at the end the following new sentence: "How-
5 ever, nothing in this title shall be construed to prohibit female
6 members of the Air Force from receiving fighter pilot train-
7 ing."

○

END

DATED

FILM

8-88

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